

You may also be considered an individual with a disability if you are "regarded" as having a physical or mental impairment that substantially limits one or more of your life activities, or "regarded" as having a record or history of such impairment even if you do not have an impairment.

## 6. What are some examples of a disability?

The physical impairments listed below are usually considered to be a disability:

Diabetes      Cancer  
Epilepsy      HIV infection  
Blindness

Mental impairments that are usually considered disabilities include, but are not limited to, impairments such as:

Major depressive disorder  
Bipolar disorder  
Schizophrenia  
Post-Traumatic Stress Disorder  
Obsessive Compulsive Disorder

## 7. What does "substantially limits" means?

"Substantially limiting" means that to a large degree your impairment limits your ability to perform a major life activity when compared to most people. Your impairment does not have to prevent, or significantly or severely restrict you from performing a major life activity in order to be considered "substantially limiting."

For example, if you only sleep two hours per night because of bipolar disorder while an average person sleeps eight hours per night you are substantially limited in sleeping. Negative side effects of medications may be considered in determining whether someone is "substantially limited." Under the law, not every impairment is considered a disability.

## 8. What is a "major life activity"?

This is a partial list of major life activities:

Seeing	Self Care	Eating
Sleeping	Walking	Standing
Lifting	Bending	Speaking
Breathing	Learning	Reading
Thinking	Concentrating	Communicating
Performing Manual Tasks		

In addition, major life activities include the operation of major bodily functions, including functions of the:

Immune System HB 405  
Special Sense Organs and Skin  
Normal Cell Growth  
Digestive System  
Genitourinary  
Bowel  
Bladder  
Neurological System  
Brain  
Respiratory System  
Circulatory System  
Cardiovascular System  
Endocrine System  
Hemic System  
Lymphatic System  
Musculoskeletal System  
Reproductive System

## 9. Can I still be considered disabled if my impairment is episodic or in remission?

Yes. An impairment that is episodic or sporadic, or is in remission is considered a disability if it substantially limits a major life activity when active.

## Applying for a Job

### 10. Do I need to disclose my disability when applying for a job in order to be protected?

No. You are protected from discrimination whether or not you share this information. However, to receive a reasonable accommodation, you must inform your prospective employer of your need for an accommodation. The employer may need certain information regarding your disability to provide you an accommodation.

### 11. Can my employer require me to take a medical examination?

If you are applying for a job, the employer may not ask you to answer medical questions or take a medical exam before a job offer. An employer may ask whether you can perform the job and how you would perform the job, with or without a reasonable accommodation.

After you are offered the job, the job offer may be made with certain conditions, such as:

- passing a medical exam, or
- answering certain medical questions.

All new employees in the same type of job must answer the same questions or take the same exam, not just employees with a disability.

Generally, once you are hired and begin work, an employer can only ask medical questions or require a medical exam if: